

2003 BUDGET SALARY SCHEDULE ELECTED OFFICIALS - FLAT SALARIES

<u>Elected Officials</u>	2003 Established Salary
District Attorney	\$136,700*
Sheriff	123,030**
County Executive	120,000
County Clerk	81,000
President-County Legislature	54,000
Vice President-County Legislature	21,000
Majority Leader-County Legislature	23,000
Minority Leader-County Legislature	23,000
Assistant Majority Leader-County Legislature	19,250
Assistant Minority Leader-County Legislature	19,250
Chairperson of Ways & Means Committee (Stipend)	3,000
Standing Committee Chairperson (Stipend)	1,700
County Legislator	18,000

*The District Attorney's salary is established by Section 183-a of Judiciary Law of New York State.

**The Sheriff's salary is established at 90% of the District Attorney's salary which is established by Section 183-a of Judiciary Law of New York State.

2003 SALARY SCHEDULE MANAGEMENT/PROFESSIONAL PERSONNEL

Bracket	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L
Group 17	49,132	50,282	51,458	52,663	53,894	55,154	56,444	57,766	59,116	60,498	61,914	63,358
Group 18	52,350	53,565	54,812	56,084	57,384	58,718	60,083	61,476	62,903	64,365	65,856	67,385
Group 19	56,394	57,707	59,051	60,427	61,834	63,275	64,749	66,257	67,803	69,380	70,995	72,652
Group 20	60,439	61,848	63,287	64,758	66,264	67,808	69,384	70,997	72,653	74,342	76,072	77,841
Group 21	64,637	66,142	67,683	69,256	70,868	72,520	74,208	75,934	77,701	79,510	81,361	83,260
Group 22	69,826	71,461	73,131	74,843	76,594	78,386	80,219	82,094	84,013	85,977	87,987	90,048
Group 23	73,873	75,469	77,105	78,773	80,477	82,217	83,997	85,814	87,670	89,566	91,505	93,486
Group 24	79,596	81,292	83,020	84,790	86,592	88,436	90,321	92,243	94,207	96,211	98,261	100,353
Group 25	81,352	83,101	84,887	86,713	88,576	90,481	92,426	94,411	96,441	98,515	100,631	102,792
Group 26	87,378	89,247	91,157	93,103	95,093	97,128	99,204	101,324	103,492	105,705	107,966	110,273
Group 27	94,171	96,102	98,077	100,090	102,144	104,239	106,379	108,562	110,788	113,063	115,385	117,750
Group 28	104,016	106,251	108,532	110,865	113,244	115,676	118,162	120,701	123,294	125,942	128,648	131,413
Group 29	108,484	110,806	113,177	115,602	118,074	120,605	123,187	125,825	128,518	131,269	134,082	136,953
Group 30	112,949	115,360	117,822	120,339	122,906	125,530	128,212	130,947	133,741	136,598	139,514	142,490
Group 31	119,850	122,151	124,452	126,751	129,053	131,352	133,654	135,954	138,254	140,555	142,856	145,156
Group 32	126,751	129,053	131,352	133,654	135,954	138,254	140,555	142,856	145,156	147,456	149,757	152,058
Group 33	132,200	134,976	137,811	140,705	143,659	146,676	149,757	152,901	156,112	159,390	162,738	166,156

2003 SALARY SCHEDULE
PERSONNEL REPRESENTED BY COLLECTIVE BARGAINING UNITS
CIVIL SERVICE EMPLOYEES ASSOCIATION (CSEA)

Bracket	Entry	Step A	Step B	Step C	Step D	Step E	Step F*	Step G*
Group 01	17,795	18,349	19,614	20,801	21,908	23,095	N/A	N/A
Group 02	18,982	19,535	20,801	21,908	23,174	24,439	N/A	N/A
Group 03	20,089	20,643	21,750	23,095	24,439	25,784	N/A	N/A
Group 04	20,801	21,434	22,936	24,202	25,467	26,812	N/A	N/A
Group 05	22,145	22,936	24,281	25,784	27,049	28,552	N/A	N/A
Group 06	23,806	24,439	26,021	27,524	29,026	30,450	N/A	N/A
Group 07	25,309	26,100	27,682	29,343	30,924	32,506	N/A	N/A
Group 08	26,891	27,682	29,422	31,083	32,823	34,563	N/A	N/A
Group 09	28,710	29,501	31,320	33,060	34,958	36,777	N/A	N/A
Group 10	30,529	31,399	33,455	35,354	37,331	39,387	N/A	N/A
Group 11	32,585	33,534	35,591	37,726	39,862	41,918	42,756	43,612
Group 12	34,721	35,749	37,964	40,178	42,551	44,607	45,499	46,409
Group 13	37,173	38,280	40,653	43,025	45,556	47,613	48,565	49,536
Group 14	39,862	41,048	43,500	46,189	48,878	51,172	52,195	53,239
Group 15	43,104	44,449	47,217	49,907	52,754	55,443	56,552	57,683
Group 16	46,347	47,613	50,776	53,624	56,629	59,634	N/A	N/A
Group 38*	28,453	29,342	30,924	32,505	34,085	35,664	N/A	N/A

* Group 38 and Steps F and G are effective only for certain health care titles covered under the CSEA agreement.

2003 SALARY SCHEDULE
PERSONNEL REPRESENTED BY COLLECTIVE BARGAINING UNITS
FEDERATION OF SOCIAL WORKERS

Bracket	Entry	Step A	Step B	Step C	Step D	Step E	Step F
Group 46	20,496	21,120	22,601	23,848	25,095	26,419	26,948
Group 49	24,939	25,718	27,277	28,913	30,472	32,031	32,671
Group 50	26,497	27,277	28,991	30,628	32,342	34,057	34,738
Group 51	28,290	29,069	30,862	32,576	34,447	36,239	36,964
Group 52	30,082	30,940	32,966	34,836	36,785	38,811	39,587
Group 53	32,109	33,044	35,070	37,174	39,278	41,305	42,131
Group 54	34,213	35,226	37,408	39,590	41,928	43,954	44,833
Group 55	36,629	37,720	40,058	42,396	44,890	46,916	47,854
Group 56	39,278	40,447	42,863	45,513	48,163	50,423	51,431
Group 57	42,474	43,799	46,526	49,176	51,982	54,631	55,724
Group 58	45,669	46,916	50,033	52,839	55,800	58,762	59,937
Group 59	49,254	50,657	53,930	57,203	60,866	63,516	64,786

**2003 SALARY SCHEDULE
PERSONNEL REPRESENTED BY COLLECTIVE BARGAINING UNITS
OPERATING ENGINEERS**

Bracket	ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E
Group 87	25,190	25,977	27,551	29,204	30,779	32,353
Group 90	30,385	31,251	33,298	35,187	37,155	39,201
Group 92	34,557	35,580	37,785	39,989	42,350	44,397
Group 93	36,997	38,100	40,461	42,823	45,341	47,388
Group 94	39,674	40,855	43,295	45,971	48,648	50,930
Group 95	42,901	44,239	46,995	49,671	52,505	55,181
Group 96	46,129	47,388	50,537	53,371	56,362	59,353

**2003 SALARY SCHEDULE
AIRPORT FIREFIGHTERS**

Group 74	34,652	35,571	37,686	39,678	41,821	43,844
Group 75	36,758	37,787	39,936	42,170	44,489	46,466
Group 76	37,540	38,658	40,892	43,384	45,873	48,023

2003 SHERIFF'S SUPERVISORY

	ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E
Group 43	41,222	46,947	49,066	51,094	53,305	55,425
Group 78	54,681	56,355	59,942	63,449	66,876	70,384
Group 79	59,477	61,328	65,192	69,135	72,757	76,620
Group 80	63,743	65,594	69,940	73,884	78,230	82,093
Group 81	68,169	70,262	74,850	78,954	83,542	87,807
Group 82	73,642	75,815	80,805	85,554	90,141	94,970
Group 83	77,908	80,322	84,910	89,337	93,844	98,592

The above salary schedule for Deputy Sheriff Lieutenant (group 78), Deputy Sheriff Captain (group 79), and Deputy Sheriff Major (group 80) is based upon a collective bargaining agreement, dated April 2, 2001, for the period of 2000 through 2003. The economic benefits of that agreement are extended to the positions of Chief Deputy (group 82), Jail Superintendent (group 82) and Undersheriff (group 83). The title of Deputy Sheriff Court Security Lieutenant (group 43) was moved from the Monroe County Law Enforcement Association to the Monroe County Sheriff Command Unit (CSEA) by agreement with these Unions and the County dated, February 19, 2002.

**2003 SALARY SCHEDULE
PERSONNEL REPRESENTED BY COLLECTIVE BARGAINING UNITS
MONROE COUNTY LAW ENFORCEMENT ASSOCIATION**

Bracket	ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E
Group 41	33,423	38,346	40,169	41,913	43,814	45,637
Group 42	36,097	41,414	43,383	45,266	47,320	49,288

MONROE COUNTY DEPUTY SHERIFFS' ASSOCIATION

Bracket	ENTRY	STEP A	STEP B	STEP C	STEP D	STEP E
Group 40	29,691	34,064	37,930	39,576	41,372	43,093
Group 44	32,994	38,019	43,999	45,909	47,992	49,988
Group 64	33,205	38,261	42,843	45,014	47,330	49,212
Group 65	35,266	40,644	46,270	48,615	51,116	53,149
Group 66	37,750	43,572	49,698	52,216	54,902	57,086

MONROE COUNTY SHERIFF POLICE BENEVOLENT ASSOCIATION, INC.

Group 70	34,392	39,638	44,407	46,812	49,217	51,678
Group 71	36,815	42,493	47,732	50,137	52,684	55,088
Group 72	39,409	45,556	51,304	53,698	56,395	59,667
Group 73	42,365	48,972	55,152	57,725	60,624	64,143

2003 BUDGET SALARY SCHEDULE DAILY, FLAT AND HOURLY RATES

DAILY

Instructor - Fire Training-Part Time	55.00
Juvenile Fire Setter Intervention Program Officer-Part Time	60.00

FLAT

Administrative Assistant-Republican Staff	18,000-26,000
Assistant Deputy County Clerk-Administration	56,000-71,000
Assistant Deputy County Clerk-Auto License Bureau	56,000-71,000
Assistant District Attorney, Part Time	20,000-35,000
Attorney-County Legislature	18,000
Chairman Civil Service Commission	9,247
Chief of Staff-Republican Staff	45,000-75,000
Clerk of the Legislature	45,000-75,000
Commissioner-Civil Service Commission	6,165
Deputy Clerk of the Legislature	30,000-50,000
Deputy County Clerk	70,000-86,000
Deputy Director-Democratic Staff	24,000-33,600
Director-Democratic Staff	30,000-40,000
Executive Secretary to the President	20,000-35,000
First Assistant Deputy Clerk of the Legislature	25,000-37,000
Legislative Analyst-Democratic Staff	24,000-29,000
Legislative Assistant-Republican Staff	24,000-40,000
Legislative Clerk	12,500-18,500
Legislative Director-Republican Staff	30,000-45,000
Legislative Director-Democratic Staff	33,500-37,500
Monroe County Water Authority Board-Chair*	10,500
Monroe County Water Authority Board-Member*	7,000
Pre-Warrant Assistant District Attorney	24,560
Research Analyst-Democratic Staff	14,500-28,000
Second Assistant Deputy Clerk of the Legislature	20,000-35,000
Secretary to County Clerk-Registrar	33,000-44,000
Special Assistant to the Legislature President	30,000-45,000
Staff Assistant-County Legislature	20,000-35,000

HOURLY

Application Examiner	8.26-9.24
Bridge Operator-Seasonal	7.60-8.50
Carpenter-Seasonal**	20.56-20.98
Cashier-Seasonal	6.00-8.50

HOURLY (Continued)

Clerk-Part Time	6.00-8.50
Clerk Seasonal	6.00-8.50
Criminal Justice Intern	5.80-6.80
Deputy Sheriff-Part Time	9.6874 -12.4899
Deputy Sheriff-Seasonal	9.6874 -12.4899
Driver-Part Time	6.50-8.50
Electrical Mechanic Team Leader	8.00-8.50
Emergency Svcs. Planning Technician	8.74
EMS Instructor, Part Time	18.75
Engineering Aide-Seasonal	8.00-9.00
Environmental Aide-Seasonal	10.31-13.24
Examination Proctor-Part Time	8.55-10.00
Government Intern	6.00 - 8.50
IS Intern - Seasonal	10.31-13.24
Laboratory Aide Seasonal	7.60-8.50
Laborer-Seasonal	6.00-8.50
Leadership Project Worker	5.15-5.50
Legislative Intern	6.00-9.00
Lifeguard	10.00-12.00
Lifeguard-Captain	12.00-15.00
Lifeguard-Lieutenant	11.00-14.00
Parks Program Aide	7.00 - 8.00
Pharmacist-Part Time	25.00-30.00
Physician A-Part Time	61.50
Recruit Trainee	5.50
Research Aide-Part Time	10.00-17.00
Research Aide-Part Time- Legislature	10.00-17.00
Research Associate - Democratic Staff	8.65-11.53
Sr. Application Examiner	14.50-18.50
Student Governmental Trainee	7.00-8.50
Student Intern	5.15-8.00
Student Intern - Legislature	5.15-8.00
Summer Intern	5.15-8.00
Summer Youth Worker	5.15-8.00
Youth Apprentice	5.15
Youth Worker I	6.00-8.00

*Salaries charged to Monroe County Water Authority, however salaries must be approved by County Legislature.

**Represented by Trade Union

EMPLOYEE BENEFITS OVERVIEW

RETIREMENT

Major changes in the New York State Retirement System in recent years have significantly affected the county's annual pension costs. In 1992, a New York State court decision was rendered which disallowed the continued use of the "Projected Unit Credit" (PUC) method of determining actuarial pension liability within the New York State Retirement System. As a result of that decision, the New York State Retirement System phased in over several years a return to the traditional aggregate cost method of pension funding. The 2003 budget for retirement is \$9.6 million.

MEDICAL BENEFITS

The medical insurance cost for each employee varies with the type of coverage. Medical benefits for retired employees are budgeted in the department to which they were last assigned. The total county cost for medical benefits for both active and retired employees is estimated at \$41.9 million for 2003. Employees may choose from a variety of plans and coverage options. Cost to the employee and county depends on the type of coverage chosen, employee's hire date and whether they are covered under union contracts. The average county cost per full-time employee in 2003 is estimated to be approximately \$6,200.

SOCIAL SECURITY

A two-tier calculation system is used to determine the county's share of Social Security costs, based on rates specified under federal law. In 2003, a rate of 7.65% is applied to each employee's salary up to a maximum salary amount of \$84,900. Any salary amount over \$84,900 is subject to a rate of 1.45%. For example, FICA for a position with an annual salary of \$90,000 would be calculated as follows:

\$84,900 X 7.65%	=	\$6,495
\$5,100 X 1.45%	=	<u>74</u>
Total FICA	=	6,569

The 2003 budget also includes coverage for temporary county employees. Beginning July 1, 1991, federal regulations have required that all local government employees must be covered by Social Security whether or not they are members of a public employee retirement system. Temporary employees not in the NYS Retirement System are included in FICA estimates. The total estimated cost for Social Security in 2003 is \$15 million.

WORKERS COMPENSATION AND UNEMPLOYMENT

Workers Compensation covers the cost of claims against the county by employees who have been injured while on the job. The cost is budgeted to each department on the basis of the relative cost of claims which the department has experienced. Unemployment insurance provides federal and state-mandated unemployment coverage to former county employees. The cost is budgeted to departments primarily on the basis of each department's share of the county's total payroll cost. The county is self-insured for these two benefits. It pays routine claims from current funds and maintains insurance policies only to cover extremely large claims. For 2003, the county has budgeted \$4 million for Workers' Compensation and \$1.4 million for Unemployment.

DENTAL INSURANCE

This coverage provides maximum annual payments of \$1,000 per family member. The county is self-insured, and the program is administered by contract. Claims are paid by current operating funds. The average county cost for 2003 is estimated to be approximately \$650 per employee.